

# Perform Green Sustainability Policy



## Table of Content

Introduction .....	3
2. Policy Statement .....	4
3. Policy in Action .....	5
1. Charitable Giving .....	6
2. Living Wage .....	6
3. Volunteering.....	7
4. Quality of Life .....	7
5. Equal Opportunities.....	7
6. Our Work.....	8
7. RSA and other memberships.....	8
8. Environmental Stewardship .....	8

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## Introduction

Perform Green was founded on a desire to be able to enact real, positive, long lasting change for society. As an organisation and as individuals, we live our values through our client projects, how we recruit and manage our teams, and our support for social, community and environmental initiatives in the communities where we live and work. We will foster a culture of support for our teams to get involved, initiate and execute charitable and community-based programmes which make a difference.

Perform Green is committed to environmental stewardship and believes in the need to work towards sustainable development. We are a values-based business and work to manage and reduce our negative environmental footprint whilst contributing to our own and wider economic growth.

Our Values are:

**TRUST:** We build collaborative, high trust **partnerships** between our clients and our people. We are **authentic** and **trusted** in that **relationship**.

**INNOVATION:** We find new ways to solve old and new problems, bringing **original thinking** and the application **innovative** solutions from elsewhere.

**RESULTS:** Our people are **highly experienced**, building and sharing that experience to deliver **demonstrable results** for our clients.

**SUSTAINABILITY:** We embed change and create sustainability for the **long-term**. We do this through our working practices, and through implementing our belief that we have to be **enjoyable** to work with; for our clients and our people.

**LEGACY:** We leave a positive legacy, **enabling** our clients and our people to develop and continue to **succeed** long after our involvement.



**Change for Good** – for our fantastic clients, for our brilliant people and for our society

As an organisation Perform Green is pledged to the UN Sustainable Development Goals.



Whilst we are committed to these goals – we are unable to contribute to all of the goals equally or some of them at all – however they provide our framework.

## 2. Policy Statement

Perform Green is committed to sustainable development, working to address economic, social and environmental issues and giving 20% of our profit to charities and other not-for-profit organisations that benefit the economy, community and environmental objectives.

Perform Green is committed to improving the quality of life of its employees, partners and those with whom it works, and to continually improve its sustainability policies and practices.

We are committed to the UN Sustainability Goals and use these as a framework for action.

We are seeking certification with the B Corporation – enshrining our values and sustainability goals into our corporate governance.



### 3. Policy in Action

	Charitable Giving	Living Wage	Volunteers	Quality of Life	Equal Opportunities	Our Work	RSA & other memberships	Environmental Stewardships
1. No Poverty	Y	Y	Y					
2. Zero Hunger	Y		Y					
3. Good Health and Well-Being				Y				
4. Quality Education	Y		Y					
5. Gender Equality					Y			
6. Clean Water and Sanitation	Y		Y			Y		
7. Affordable and Clean Energy	Y		Y			Y		
8. Decent Work and Economic Growth						Y	Y	
9. Industry, Innovation and Infrastructure		Y				Y	Y	
10. Reduced Inequalities					Y			
11. Sustainable Cities and Communities						Y	Y	
12. Responsible Consumption						Y		Y



and Production								
13. Climate Action						Y		Y
14. Life Below Water						Y		Y
15. Life on Land								
16. Peace, Justice and Strong Institutions						Y	Y	
17. Partnerships for the Goals							Y	

## 1. Charitable Giving

We are committed to charitable giving – providing 20% of profits to charities and other not-for-profit organisations that benefit the economy, community and environmental objectives.

### Charitable Partners

Perform Green partner with organisations that share our values and we select our partners based on this. Our partnerships are with charitable organisations based in the communities where we have derived the majority of our revenue.

## 2. Living Wage

We are a Living Wage Employer accredited by the Living Wage Foundation.



### 3. Volunteering

We are generous in offering our own time to good causes as volunteers

#### Support for Employee Volunteering

Perform Green encourages its people to undertake volunteering, recognising that each individual has the right to volunteer. We wish to support employees who either wish to become or who are already involved in volunteering, and to recognise the contribution they make.

Perform Green are committed to allow up to 1 day paid time off per year for volunteering. The implementation of this will be at the discretion of the line manager based on workload and staff coverage. This can be flexible, e.g. 1 whole day or one to two hours per week to a total of 8 hours per annum. To protect volunteers, the volunteer involving organisation must have an acceptable Volunteering Policy to ensure a positive volunteering experience.

#### Leadership & Pro-Bono work in Charitable and Not-For-Profit Organisations

Examples of where Perform Green teams provide leadership and volunteer their time to charitable and not-for-profit organisations:

- Chair of Belmont, an outstanding special school based in Cheltenham
- Crisis Shelter Volunteering
- Volunteer and former trustee and Chairman for Challenge Cancer Through Adventure
- Pro-Bono business advice to the CEO of Cavendish Cancer Care
- Time To Change Champion
- Trustee of Independent Mental Health Network
- Saturday School cover teacher within the Finnish Community.

### 4. Quality of Life

We are committed to improving the quality of life of our employees, partners and those with whom we work by the implementation for the following steps:

- a. We actively promote equality and value diversity in the workplace
- b. We support the right of all people to be treated with integrity
- c. We are committed to flexible working;

and the partnership model we operate allows our associates to maintain portfolio careers and to actively pursue multiple business and personal interests.

### 5. Equal Opportunities

We are an equal opportunities employer. See our Equal Opportunities Policy.



## 6. Our Work

We work to promote sustainable and resilient economic growth for all through our client work and research

In particular, our work is to promote Smart Society – harnessing the power of digital technology to deliver positive benefits to individuals, communities, organisations and cities, whilst keeping the people of a place at the heart of what we do.

## 7. RSA and other memberships

We support the Royal Society for the encouragement of Arts, Manufacturers and Commerce which has the mission to enrich society through ideas and action.

We are a member of the Cooperative Council's Innovation Network.

## 8. Environmental Stewardship

Perform Green accepts its corporate sustainability responsibilities and is committed to environmental stewardship and the need to work towards sustainable development.

We strive to minimise our environmental impact in any case, by minimising the use of resources and energy, reducing waste and managing it responsibly where it arises and reducing miles travelled, we do this by seeking resources near to where delivery is required, remote working and where travel is necessary we will maximise the use of public transport.

Perform Green's commitment to environmental stewardship policy is based on the following three key principles:

### a. Energy Efficiency

To ensure the most efficient use of energy for running and maintaining the offices, implementing energy efficient measures, such as:

- Minimising the use of resources such as paper, and where used they have a high environmental standard
- Zero approach to printing unless required by our clients / suppliers
- Embrace Digital Tax & all accounting delivered online / electronically
- Choice of office accommodation – low carbon footprint
- Choice of IT Software and Hardware – lowest carbon footprint
- Minimising waste through recycling paper, card and plastic
- Conserving energy through personal diligence, using energy efficient equipment (such as laptops and low energy light bulbs), keeping equipment switched off when not in use (including automatic switching monitors off after 10 minutes of non-use), and thermostatically controlled heating



- Ensuring products and materials are reused or recycled at the end of their lives as far as possible
- Using resources efficiently to improve the quality of air and water use
- Using public transport when possible in the course of our work and travel is required
- Minimising journeys through use of virtual communications (teleconference, Skype, videoconference etc.) wherever possible OR as the first resort?

**b. Personal Influence**

To use influence as a purchaser by:

- Buying environmentally friendly goods and services and where possible recycled products and materials
- Encouraging consultant partners, customers, suppliers and clients to adopt good environmental policies and practices.

**c. Environmental Awareness**

To be aware of the impact of services and actions on the environment, by:

- Identifying the potential impact of our activities and incorporating actions into our projects
- Being proactive about energy efficiency
- Paying detailed and specific attention to the environmental impact when providing outdoor elements of development programmes. Observing countryside codes and raising awareness of the impact of outdoor activities on the environment, in particular, wildlife, flora and fauna and the natural landscape, are the key principles.

**Perform Green: Creating a Green and Smart Society**

**[www.performgreen.co.uk](http://www.performgreen.co.uk)**